

PERSONNEL SPECIFICATION

Job Title: Primary DSP Learning Support Assistant

These requirements will be tested during the selection process:

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including

- Your motivation to work with children
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resilience in working with social/emotional regulation/ behavioural difficulties

If you are short listed for interview, references will be obtained before the interview and relevant issues arising from the references will be taken up at interview.

Attributes	Essential	Desirable	How Identified
Qualifications and Training	<ul style="list-style-type: none"> • Willingness to participate, where necessary, in professional development training. • ICT literate. • Pass A-C or equivalent in English and Mathematics to GCSE level or equivalent. 	<ul style="list-style-type: none"> • NVQ 3 Early Years/Childcare/Classroom Assistant or similar specialist training – disability and/or Learning difficulties – Children/young people. 	Application form Letter references
Experience	<ul style="list-style-type: none"> • Commitment to own professional development and that of colleagues. 	<ul style="list-style-type: none"> • Experience of working with students with learning difficulties or disabilities • Experience of working with young people/children. • Experience of working within an educational setting with young people/children. 	Application form Letter References Interview
Practical / intellectual skills	<ul style="list-style-type: none"> • Good time management and able to work to deadlines. • Engage pupils in their learning. • Ability to work in a way that promotes the safety and wellbeing of children and young people. 	<ul style="list-style-type: none"> • Willingness and ability to contribute to whole school development. 	Application form Letter References Interview
	<ul style="list-style-type: none"> • Able to work as part of a team. • Able to work on own initiative. 	<ul style="list-style-type: none"> • Ability to transfer a love for learning to pupils. 	Application form Letter

Disposition and Attitude	<ul style="list-style-type: none"> • Excellent organisational skills. • Excellent interpersonal skills. • Highly motivated and dedicated. • Ability to listen and value opinions of others. • Flexible, enthusiastic with a sense of humour. • Retain confidentiality. • Punctual and reliable. • Resilience and a positive attitude. 		References Interview
Personal Circumstances	<ul style="list-style-type: none"> • Should be able to allow for some out of hours working e.g. school functions, residentials, meetings, training, twilights etc. • Clear CRB record (DBS checked). • Good health and attendance record. • Safeguarding knowledge and awareness 		Application form Letter References
Faith & Christian Vision	<ul style="list-style-type: none"> • To pray, support and have fellowship with colleagues. • To have a personal faith and ongoing faith journey. • To have a desire to nurture children in their faith. • To desire a part in the vision and worldview of the school. • To lead devotions, worship and assemblies which contribute to pupil's experience and spiritual development. • To have a heart to teach from a Christian perspective 	<ul style="list-style-type: none"> • To have a heart for mission and service which enables pupils to influence their communities. 	Application form Letter References Interview